DEVELOPMENT PLANNER

ARROW LEADERSHIP PROGRAMME

1. GOAL What new personal or leadership goal do you sense God nudging you to work towards? Or is there an existing goal he is nudging you to revisit? (Be specific, personal, and positive.)	**2. ACTIONS** What **action steps** do you need to take to achieve the goal? These need not be in sequence but simply as they occur to you.	**3. NEXT ACTION – PUT IN DIARY** What **next action** must you do to progress this goal? What might stop you taking this action? What are you going to do about it?	**4. MENTOR CONVERSATION** What **issue**, **question**, **obstacle**, or **idea** would you like to process with your mentor or supervisor/ line-manager?	**5. PRAYER REQUEST** What **prayer request** related to this goal might you share with supporters (intercessor, mentor, peer cell, church, etc.)?
Write (or rewrite) a first draft of your Personal Vision Statement using the guide provided, and bring enough copies to share with your leadership partner and peer cell to the second residential.				
Date for completion: **14 June 2024**				
Date for completion:				
Date for completion:				
Date for completion:				

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YOUR DEVELOPMENT THROUGH ARROW

OVERVIEW

PURPOSE

The development goals aim to integrate learning into everyday life and leadership, ensuring participants apply insights gained from conferences rather than merely enjoying them and doing nothing afterward. Arrow aims to be different.

Arrow adopts a learning approach that acknowledges:

- Learning achieves fulfilment when it impacts our life and leadership.
- Our learning influences others.
- We pursue goals not for Arrow's sake, but for our personal growth and development.

PROCESS

Following each residential, we ask you to engage with four developmental goals. In residential 1, there's one compulsory goal for all participants. Please select three additional goals to work on, summarising them in the planner provided. While module-related suggestions are offered, feel free to devise your own.

Approach for Identifying Developmental Goals:

- Limit goals to four for better execution quality.
- Reflect on potential goals at module endings during feedback and development sessions.
- Dedicate an hour the week after the residential for prayerful goal planning.
- Aim for a balance between personal and ministry growth.
- Send your planner copy to Matt by **May 31.**
- Record identified "next actions" in your schedule for execution.
- Upon completing a "next action" related to a goal, update the planner with a new action and schedule it.

Preparation tasks for residential 2 will be dispatched by the end of August.

GUIDELINES FOR GOAL SETTING

1. Writing down goals enhances specificity, aids memory, allows progress monitoring, and influences the subconscious.
2. Integrate written goals into your prayer life.
3. Phrase goals as affirmations—specific, personal, positive, and present tense.
4. Use imaginative techniques such as envisioning outcomes, writing affirmations, creating sensory-rich descriptions, visualization, and planning from a retrospective standpoint.
5. Identify potential obstacles and devise plans to overcome them.
6. Anticipate the benefits of goal achievement for yourself and others, taking full responsibility for the outcomes.

SUGGESTED DEVELOPMENT GOALS

Identify three developmental goals. Some of the suggestions below may be a starting point, or create your own. Write them up on the Development Planner.

Goal: I regularly pray for 2/3/4/5 people I know who don't know Christ.
Actions:

- Put 15 minutes in my diary to identify possible people to pray for.
- Write their names on the 'Pray for Five' card and tie the relevant number of knots on the leather band given out on the residential.
- Put 30 minutes in my diary to reflect on how to pray for them using Colossians 4:2-6.
- Determine when to pray for them as part of my weekly rhythm of prayer.

Goal: Knowing my strengths I intentionally build on them to maximise my contribution to serving God.
Actions:

- Buy the Strengthsfinder 2.0 or Strengths Based Leadership book.
- Put 45 minutes in my diary to complete the inventory using the access code.
- Put 15 minutes in my diary to create a poster of my strengths and place it somewhere I will see it regularly.
- Choose one strength to work with, identifying one way to develop that strength over four weeks.

Goal: I am clearer about my own understanding of Christian leadership and how I exercise that leadership.
Actions:

- Read one of the leadership books recommended in the Leadership Matters module.
- Put one hour in my dairy to write a letter/email to an emerging leader outlining my understanding of Christian leadership drawing on other things I've read and my experience.
- Take it to my mentor to discuss.
- Send it to an emerging leader, and arrange a one hour meeting with them to discuss leadership.

Goal: I exercise my leadership as part of a leadership team.
Actions:

- Take one hour to prayerfully identify those I might share leadership with in my context.
- Share these thoughts with one or two trusted people.
- Work out a plan for inviting them to share leadership with me.
- Action the plan.

Goal: I am investing time in developing an emerging leader.
Actions:
Put 20 minutes in my diary to prayerfully identify someone I can develop as a leader.
Put one hour in my diary thinking about how I will do this, and identify at least three actions steps I am going to take.
Plan the actions steps into my diary over the next three months.

Goal: I am aware of a character issue I need to work on and am intentionally addressing it.
Actions:

- Read and reflect on Revolution of Character, Dallas Willard and Don Simpson.
- Identify one character development goal to prayerfully engage with through disciplined action.
- Share it with someone to help me be accountable (mentor, intercessor, supporter, friend).
- Write a prayer that captures the heart of the change I long to see and pray it daily.

Goal: Reflecting on my 'crucible' experiences I have learned some lessons that shape how I approach tough times today.
Actions:

- Take one hour to complete the 'Suffograph' tool.
- Talk through the insights with my mentor at our next meeting.
- Write out a reminder page to put in my Bible of what to do when tough times come.

LED MORE BY,
LEAD MORE LIKE,
LEAD MORE TO
JESUS